



***Intentional Leadership - Breakthrough Conversations - Remarkable Results***  
[www.transformationstrategies.com](http://www.transformationstrategies.com)

MANAGEMENT, ORGANIZATIONAL AND BUSINESS IMPROVEMENT SERVICES  
(MOBIS)

Industrial Group: 874

Contract #: GS-10F-0580-N

Contract Period: September 10, 2013 to September 9, 2018

Contractor: Transformation Strategies, Inc.  
5200 Baltimore Ave. #200  
Hyattsville, MD 20781  
Telephone: 301-887-0220  
Bus. Size: Small Business  
Website: [www.transformationstrategies.com](http://www.transformationstrategies.com)  
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***Transformation Strategies*** is a leadership development and organizational change consulting firm bringing leading-edge management tools to business, non-profits and government. We have successfully helped corporations, universities, government agencies and small businesses to increase productivity, improve teamwork, enhance processes and effectively manage change. Transformation Strategies provides individualized, customized service -- no canned solutions, no off-the-shelf reports. We are experts at getting organizations, large and small, to work together to create change and achieve desired results.

## **Services and Solutions**

### **Leadership Development**

#### **The Transformation Strategies Overall Approach**

Transformation Strategies has deep experience and capability in building leadership and management training systems, delivering breakthrough training, and providing coaching. We base all of our development work on these principles:

- Learning new leadership skills and behaviors in a community of leaders that challenges and supports—and leads to lasting individual change

- An action learning focus that includes work on real organizational challenges to create organizational impact while developing new leadership skills
- Learning strategies that create organizational alignment and lead to effective change
- Simple models applied with discipline and rigor

We have leadership and management training solutions for all levels of your leadership pipeline – for executive leaders, leaders in the middle, and front line managers.

### **Strategic Planning**

Transformation Strategies facilitates participatory strategic planning processes for community and national organizations. Our planning philosophy is to involve a wide range of players in the process to build plans that have significant stakeholder buy-in that ultimately mobilizes positive energy for implementation. Our approach is customized to each situation and depends on the goals of the plan, the risks and stakes involved, and the time available.

We often draw on the following methodologies in creating strategic plans:

- Future Search Conferences
- Open Space Technology
- Technologies of Participation

### **Coaching—Individual Coaching, Team Coaching, Coaching Programs**

Transformation Strategies has extensive experience coaching individual leaders and creating coaching programs for organizations. Our action approach to coaching helps leaders and teams engage in learning that is both personally relevant and designed for organizational impact.

### **Organizational Change Processes**

We work with leaders and teams to plan and implement organizational and cultural change. This might include assessing and easing the impact of reorganizations, realignments, mergers, and acquisitions.

### **Leadership Team Alignment**

We work with leadership teams and multiple levels of leadership to build alignment and help them identify the “critical few” changes or goals they all want to hold their attention. This creates great focus and energy for implementing strategy and creating change.

### **Alignment and Action Process**

Our *Alignment and Action Process* engages three levels of leadership in a series of exploratory and action-oriented dialogues over 3-5 days. We begin with a data collection process followed by a series of planning meetings and end up with an extended

offsite with up to 50 leaders to engage the critical issues facing the business and plan for a compelling future.

### **Team Building**

- Team Start-ups
- Interventions with Teams in Conflict
- Team Effectiveness Audits
- Learning to Work Successfully with Team Diversity
- Innovation and Creativity Training

## **Transformation Strategies, Inc. General MOBIS Contract Information**

MANAGEMENT, ORGANIZATIONAL AND BUSINESS IMPROVEMENT SERVICES  
(MOBIS)

Contract #: GS-10F-0580-N

Industrial Group: 874

Contract Period: September 9, 2013 to September 9, 2018

Contract Management and Administration

Robert Devlin, President

Transformation Strategies, Inc.

5200 Baltimore Avenue, Suite 200

Hyattsville, MD 20781

301/887-0220

Fax: 301-637-3453

Email: bob@transformationstrategies.com

Business Size: Small Business

Contract Number: GS-10-F-0580N

1. Special Item Number  
Sin 874-1, 874-1RC Integrated Consulting Services
2. Maximum Order Limitation \$1,000,000
3. Minimum Order: \$0-\$100
4. Geographic coverage: Domestic and Overseas
5. Point(s) of Production - Same as company address

6. Discount/Pricing: Prices shown are net prices and included all applicable discounts.
7. Quantity/Volume Discounts: None offered
8. Prompt Payment – 1% discount for payment within 15 days
9. Government Commercial Credit Cards - Accept over \$2500
10. Foreign Items- Not Applicable
11. Time of Delivery - As specified on the task order
12. Expedited Delivery - Please contact Vendor Contract Administration for expedited delivery.
13. Overnight and 2-day Delivery- Please contact Vendor Contract Administration for overnight and 2-day delivery.
14. Urgent Requirements - Please contact Vendor Contract Administration for urgent requirements.
15. F.O.B. Points- Destination
16. Ordering Address: Same as company address
17. Payment Address: Same as company address
18. Warranty Provision - Contractor warrants and implies that the items delivered under this contract are merchantable and fit for the particular purpose described in this contract.
19. Terms and Conditions of Government Purchase Card Acceptance (any threshold above the micro-purchase level): N/A
20. Year 2000 Compliant – Yes
21. DUNS Number: 12-595-2049
22. SAM Database: Registered in SAM

## 23. Labor Category Rates and Descriptions:

**Principal Consultant – onsite/offsite \$308.52**

**Senior Consultant – onsite/offsite \$246.82**

**Consultant – onsite/offsite \$197.45**

**Facilitator – onsite/offsite \$148.09**

**Project Associate – onsite/offsite \$58.33**

### **Principal Consultant**

***Educational Requirements:*** Masters degree in organizational behavior, management, psychology or related professional field. Advanced study preferred.

***Years & Type of Experience:*** 15 years professional experience including 8 years in management. Minimum 5 years experience managing complex OD, consulting or training projects...Broad knowledge of instructional design, organizational development and related fields.

***General Responsibilities:*** Project planning and overall project management, client relations, selection of consultants, quality control, business development and contract negotiation. Creation of consulting teams for large and complex projects that include technical experts...Includes coaching senior executives who have broad scope of responsibilities at Grade 15 and SES Levels.

### **Senior Consultant**

***Educational Requirements:*** Masters degree in organizational behavior, management, psychology or related professional field preferred, or certification in OD from a recognized program or institution of higher learning. Bachelor's degree in related field required.

***Years & Type of Experience:*** 8 years professional experience including 2 years in management. Minimum 5 years experience designing and conducting complex OD, consulting or training projects...broad knowledge of instructional design and organization development.

***General Responsibilities:*** Project planning and implementation. Coaching and orientation of consultants and project associates as needed. Able to independently design and implement organization development interventions and perform team and individual coaching.

### **Consultant**

***Educational Requirements:*** Masters degree or graduate certificate in organizational behavior, management, psychology or related professional field preferred. Bachelor's degree in related field required.

***Years & Type of Experience:*** 3 years professional experience designing and conducting OD, consulting or training projects...broad knowledge of instructional design and organization development.

***General Responsibilities:*** Develop and implement small group, team and individual interventions...able to facilitate teams and groups and design and implement “on-the-spot” interventions and training activities...Co-facilitate large sessions or complex simulations with a senior or principal consultant.

### **Facilitator**

***Educational Requirements:*** Masters degree or graduate certificate in organizational behavior, management, psychology or related professional field preferred. Bachelors degree in related field required.

***Years & Type of Experience:*** 3 years experiences as a manager or trainer. Broad knowledge of instructional design and organization development.

***General Responsibilities:*** Implement previously designed small group, team and individual interventions. Able to facilitate teams and groups and design and implement “on-the-spot” interventions and training activities.

### **Project Associate**

***Educational Requirements:*** Bachelors degree or equivalent and 3-5 years experience as a senior administrator or manager with broad knowledge of organizational processes.

***Years & Type of Experience:*** 6 months professional experience designing and conducting training projects or group/team meetings. Other professional or management experience may be substituted. General knowledge of the consulting process, survey process, instructional design and organization development.

***General Responsibilities:*** Provides overall coordination for large complex projects in administering surveys, coordinating data gathering efforts, capturing focus group data, preparing survey reports and serving as the interface between the consulting team and the client organization.

*The labor categories that fall under the requirements of the Service Contract Act (i.e., non-exempt labor categories) are identified in the matrix below. All prices for these labor categories meet or exceed the requirements in the SCA wage determination identified. Prices for the SCA labor categories meet or exceed those in Wage Determination No. 2005-2103, Revision no. 11, dated 06/13/2011.*

### **SCA Matrix**

<b>SCA Eligible Contract Labor Category</b>	<b>SCA Equivalent Code-Title</b>	<b>WD Number</b>
Project Associate	01020-Administrative Assistant	05-22013

*The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.*

It is understood that escalation for the SCA labor categories will be governed by escalation based on clause 52.222-43.